



EQUALITY AND DIVERSITY STATEMENT

Policy Date: March 2016

Renewal Date: March 2018

EQUALITY AND DIVERSITY STATEMENT

Monitor and Review

Every three years, we will review our objectives in relation to any changes in our college profile. Our objectives will sit in our overall college improvement plan and therefore will be reviewed as part of this process.

Date Approved by the Governing Body: 2 March 2016

Date to be reviewed by the Governing Body: March 2019

Sir Jonathan North Community College is committed to creating an environment where diversity is celebrated and everyone is treated fairly, regardless of gender, disability, ethnic origin, religion or belief, sexual orientation, marital status, age, or nationality. We are committed to working with our communities to ensure that the college's diversity remains its key strength.

Legal Duties

As a college we welcome our duties under the Equality Act 2010. The general duties are to:

- Eliminate discrimination and harassment
- Advance equality of opportunity
- Foster good relations

We understand the principal of the act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equality of opportunity.

The following characteristics are protected characteristics:

- Age (for employees only)
- Disability
- Gender reassignment
- Marriage and civil partnership (for employees)
- Pregnancy and maternity
- Race (includes ethnic or national origins, colour or nationality)
- Religion or belief (includes lack of belief)
- Sex
- Sexual orientation

In order to meet our general duties, listed above, the law requires us to do some specific duties to demonstrate how we meet the general duties.

These are to:

- Publish equality Information – to demonstrate compliance with the general duty across its functions
We will not publish any information that can specifically identify any child
- Prepare and publish equality objectives

To do this we will collect data related to the protected characteristics above and analyse this data to determine our focus for our equality objectives. The data will be assessed across our core provisions as a college. This will include the following functions:

- Admissions
- Attendance
- Attainment
- Exclusions
- Prejudice related incidents

Our objectives will detail how we will ensure equality is applied to the services listed above however where we find evidence that other functions have a significant impact on any particular group we will include work in this area.

We also welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

We recognise that these duties reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

In fulfilling our legal obligations we will:

- Recognise and respect diversity
- Foster positive attitudes and relationships, and a shared sense of belonging
- Observe good equalities practice, including staff recruitment, retention and development.
- Aim to reduce and remove existing inequalities and barriers.
- Consult and involve widely
- Strive to ensure that society will benefit

Our Mission

We are a learning community which values each individual and aims for excellence in everything we do.

The college commitment to equality is central to all of our work. We are proud of Sir Jonathan North's diverse population, value diversity and the contribution it makes to life at the College.

Addressing Prejudice Related Incidents

This college is opposed to all forms of prejudice and we recognise that children and young people who experience any form of prejudice related discrimination may fair less well in the education system. We provide both our students and staff with an awareness of the impact of prejudice in order to prevent any incidents. If incidents still occur we address them immediately and report them to the Local Authority using their guidance material. The Local Authority may provide some support.

Responsibility

We believe that promoting Equality is the whole college's responsibility:

College Community	Responsibility
Governing Body	Involving and engaging the whole college community in identifying and understanding equality barriers and in the setting of objectives to address these.
Head teacher /Principal	As above including: Promoting key messages to staff, parents and students about equality and what is expected of them and can be expected from the college in carrying out its day to day duties. Ensure that staff have appropriate skills to deliver equality, including student awareness. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
Senior Management Team	To support the Head / Principal as above Ensure fair treatment and access to services and opportunities. Ensure that all staff are aware of their responsibility to record and report prejudice related incidents.
Teaching Staff	Help in delivering the right outcomes for students. Uphold the commitment made to students and parents/carers on how they can be expected to be treated. Design and deliver an inclusive curriculum Ensure that you are aware of your responsibility to record and report prejudice related incidents.
Non Teaching Staff	Support the college and the governing body in delivering a fair and equitable service to all stakeholders Uphold the commitment made by the head teacher/principal on how students and parents/carers can be expected to be treated Support colleagues within the college community Ensure that you are aware of your responsibility to record and report prejudice related incidents
Parents	Take an active part in identifying barriers for the college community and in informing the governing body of actions that can be taken to eradicate these Take an active role in supporting and challenging the college to achieve the commitment given to the college community in tackling inequality and achieving equality of opportunity for all.
Students	Supporting the college to achieve the commitment made to tackling inequality. Uphold the commitment made by the head teacher on how students and parents/carers, staff and the wider college community can be expected to be treated.
Local Community Members	Take an active part in identifying barriers for the college community and in informing the governing body of actions that can be taken to eradicate these Take an active role in supporting and challenging the college to achieve the commitment made to the college community in tackling inequality and achieving equality of opportunity for all.

We will ensure that the whole college community is aware of the Single Equality Policy and our published equality information and equality objectives by publishing them on the college website, in the college newsletter, in the staff handbook and through other mediums identified by the governing body

Complaints

Complaints with regard to this policy will be dealt with via the college's complaints procedure, a copy of which is available from the college office.

Further guidance for parents and carers and college governors on the Equality Act 2010 can be found on

Leicester City Council's Website: <http://www.leicester.gov.uk/equalityguidance/>

DFS website: <http://www.legislation.gov.uk/ukpga/2010/15/contents>